WBAL-TV Exhibit 18

# FULL-TIME VACANCY EEO INFORMATION – Form BP-03 [Fill out for each full-time vacancy]

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Date Vacancy Filled:	Date Vacancy Opened: 4/1/10	Job Title of Vacancy:
	4/1/10	Job Title of Vacancy: Staff Accountant/Accounts Payable & Payroll
	Total Number of Persons Interviewed for the Vacancy:	Recruitment Source That Referred the Hiree:

### Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees referred By the Source for the Vacancy	Did the Source request Notification?
Coppin State College	2500 W. North Ave. Baltimore, MD 21216	Seana Coulter	410-951-3000		
Baltimore Urban League	512 Orchard St. Baltimore, MD 21201 www.bul.org – post on line	Career Center	410-823-8150		
Communities Organized to Improve Life	1200 W. Baltimore St. Baltmore, MD 21223	Stacey Smith	410-629-0506		
Jewish Vocational Services	1515 Reisterstown Rd. Baltimore,MD 21208	Tova Jaffee	410-653-5760		

Internal Bulletin Board	National Assoc. of Hispanic Journalists	Howard University School of Communications	Community Assistance Network	State of Maryalnd Dept of Labor, Licensing & Regulations	Gov. Office of Minority Affairs	MD Commission on Hispanic Affairs	NAACP		Morgan State University	Towson University	NABJ (Nat'l Assoc Black Journalists)	Name of Recruitment Source	
3800 Hooper Avenue	1000 National Press Bldg Washington, DC 20045 Send postings via email jobbank@nahj.org	525 Bryant St. NW Washington, DC 20059 cdudley@howard.edu	7701 Dunmanway Dundalk, MD 21222	1100 N. Eutaw St. Baltimore, MD 21201 bhammons@dllr.state.md.us	6 St. Paul St. Baltimore, MD 21202	301 W. Preston St., Ste 1502 Baltimore, MD 21201	4805 Mt. Hope Drive Baltimore, MD 21215	Carl Taylor Coordinator Academic & Career Advising Morgan State University Carl taylor@morgan.edu	C-224 Montebello 1700 E. Cold Spring Lane Baltimore, MD 21251	8000 York Rd. Towson, MD 21252 www.towson.edu/careercenter- post on line	8701 Adelphi Rd. Adelphi, MD 20783	Address	
Department Heads	Michelle Vignoli	Carol Dudley	Hal Malone	Barry Hammons	Herbert Jordan	Ms. Ruby Stemmle	Mr. Richard McIntire		Center for Career Development	Career Center	Erin Joyner	Contact Person	
410-467-3000	202-662-7145	202-806-5806	410-286-4674	410-767-2158	410-767-8232	410-767-7857	410-580-5787	443-885-3505	443-885-3110	410-704-2000	301-445-7100	Telephone Number	
												Total Number of Interviewees referred By the Source for the Vacancy	
												Did the Source request Notification?	

Posting	Baltimore, MD 21211	-	410 220 7400	
Station Website	www.thewbalchannel.com www.wbal.com www.98online	Chris Vaughn Chris Beauchamp Kerry Plackmeyer	410-338-6499 410-338-6637 410-338-6552	
Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees referred By the Source for the Vacancy
Hearst Argyle Careers	http://careers.hearstargyle.com	Robin Morrow		
AWRT	8405 Greensboro Dr. McLean, VA 22102 www.awrt.org	Amy Lotz	703-506-3290	
Afro American Newspapers	2519 N. Charles St. Baltimore, MD 21218	Marquis Goodwin	410-554-8200	
Loyola College	Career Development Center 4501 N. Charles St. Baltimore, MD 21210 Send postings via email thecareercenter@loyola.edu	Michelle Schuler	410-617-2000	
Honorable Elijah Cummings Office	1010 Park Ave, Ste. 105 Baltimore, MD 21201 Send postings via email Fran allen@mail.house.gov Madhur.bansal@mail.house.gov	Fran Allen District Director	410-685-9199	
Mayor's Office of Employment Development	417 E. Fayette St Suite 468 Baltimore, MD 21202 Send postings via email knichols@oedworks.com *thoward@oedworks.com	Kahlila Nichols Workforce Operations Director	410-396-3009	
Balto City Community College	2901 Liberty Heights Ave. Baltimore, MD 21215 Send postings via email dhill@bccc.edu	Deidre Hill Job Recruitment	410-462-8013	•
, x	7200 Harford Rd.	Norm Brooks Placement Director	410-254-2770	

Job Placement Office Continuing Education Dept 410-780-6653 7201 Rossville Blvd. Building A, Ste 260 Baltimore, MD 21237			Campus	Baltimore Co, Essex	Community College of
Continuing Education Dept   410-780-6653	Continuing Education Dept   410-780-6653	Baltimore, MD 21237	Building A, Ste 260	7201 Rossville Blvd.	Job Placement Office
410-780-6653	410-780-6653				Continuing Education Dept
					410-780-6653

N. C.		Contact Person	Telephone Number	Total Number of Interviewees referred	Did the Source request Notification?
Source				By the Source for the Vacancy	
The Emma L. Bowen	524 West 57th St.	Sandra Rice	212-975-2545		
Foundation for Minority	New York, NY 10019				
Interest in Media  National Organization for	PO Box 253	Lori, Electronic	410-668-4399		
Women	Timonium, MD 21094	Correspondent			
Baltimore Chapter	Send via email to info@baltimorenow.org				
University of Md	cscjobs@umbc.edu (Univ of	Lauren Peters	410-455-2216		
Baltimore County	Md Balto Co)				
Carcel Conner					

## INTERVIEWEE INFORMATION - Form BP-04

Job Title of Vacancy: Staff Accountant/Accounts Payable & Payroll

#			#	
1	M. Gamaccini	website 65		
l A	R. Meta	websites 65		
ls	A. Casey	webs fre les		
+	W. Rest	EE retural 34		
5 1.	M. Olamos	website 6		
4	1. Xiao	Towson Univ. 50	7	
7	R. Brown	monster ne		

<sup>\*\*\*\*\*</sup> Use additional pages as needed. Do Not Put in Public File. \*\*\*\*\*

### **VACANCY NOTIFICATIONS – Form BP-05**

Job Title of Vacancy:	Staff Accountant/Accounts Payable & Payroll
Date Vacancy Opened:	4/1/10
Date Vacancy Filled:	

Notification of vacancy information for the above job title was given using the following advertisements, bulletins, letters, faxes, e-mails, or other communications. Dated copies of these notifications are attached to this form.

Type of Announcement	Date of Announcement	Type of Announcement	Date of Announcement
Letters	4/1/10		
Emails	4/2/10		
Internal Postings	4/2/10		
Websites	4/2/10		
Newspaper			

<sup>\*\*\*\*\*</sup> Remember to attach copies of the notifications. Do Not Put in Public File. \*\*\*\*\*

### Staff Accountant/Accounts Payable & Payroll

WBAL-TV/WBAL-AM/WIYY-FM has an immediate opening for a Staff Accountant specializing in Accounts Payable and Payroll.

Duties include preparation of monthly and annual general ledger entries and reconciliations, recurring and ad hoc analysis, processing of invoices and expense reports, assisting with bi-weekly payroll processing, and maintenance of contract, vendor and fixed asset files.

A 4-year college degree is preferred. Candidates should have at least 3 years of prior experience with payables and/or payroll, advanced computer skills (Excel is a must), aptitude for detail, excellent communications skills, and a strong work ethic. Preference will be given to candidates who have supported multiple operating units and/or processed payroll in a union environment.

Please fax resume and salary requirements to (410) 235-8053, or e-mail to <a href="mailto:snunez@hearst.com">snunez@hearst.com</a>. NO PHONE CALLS. EOE

Title:

Staff Accountant

Position Type:

Full Time

City:

Baltimore

Reports to Title:

Assistant Controller

Job

Responsibilities:

Works in direct coordination with other members of the accounting team, various department heads, and managers throughout the organization.

Accounts Payable electronic workflow queue manager, including but not limited to coding of invoices, collection of management approvals, research and resolution of vendor disputes, 1099 reporting, expense report auditing, purchase order reconciliation, etc.

Provide backup and support to Payroll manager on all aspects of payroll and related internal and external reporting.

Maintains Fixed Assets/Depreciation ledgers, including but not limited to asset tagging, capital project reconciliations, physical inventory, property tax schedules, etc.

Prepares month-end journal entries and balance sheet reconciliations as assigned.

Prepares ad hoc financial reports as directed by department management (event P&L's, etc.).

Assist with tax reports and filings on a monthly, quarterly, and annual basis.

Assists with annual budget and audit as directed by department management.

Prepares daily cash deposits and balance transfers.

### Minimum Requirements:

Must be detail oriented, resourceful, organized, a team player, willing to learn, reliable and a self-starter.

Must have effective communication skills and the ability to remain professional at all times.

Punctual, regular and consistent attendance.

Proficient in MS Word, Excel, PowerPoint, email, internet

Degree in accounting, finance or related field. Significant experience in accounting environment will be considered in addition to current progress towards attainment of degree.

Two or more year's previous accounting experience required.

<sup>\*</sup>The specific responsibilities as outlined above are intended to reflect the primary nature of the position, and are not to be considered an exhaustive list. The position will perform additional/other duties as appropriate and assigned by management.







4/1/10

### Staff Accountant/Accounts Payable & Payroll

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Please fax resume and salary requirements to (410) 235-8053, or e-mail to <a href="mailto:snunez@hearst.com">snunez@hearst.com</a>. NO PHONE CALLS. EOE



Seana Coulter Coppin State College 2500 W. North Avenue Baltimore, MD 21216

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

### STAFF ACCOUNTANT/ACCOUNTS PAYABLE & PAYROLL

WBAL-TV is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex, or national origin. We are engaged in a continuing effort to seek out prospective applicants for employment with our company. We earnestly solicit your assistance in obtaining employees and request that you refer prospective applicants to us at the above address.

Please refer all qualified applicants to us by 4/15/10. At this time, we anticipate that a hiring decision will be made on or about 4/29/10.

If you would like to receive these via e-mail, please send your e-mail address to <a href="mailto:smcnicholas@hearst.com">smcnicholas@hearst.com</a>. Thanks.



Stacey Smith Communities Organized to Improve Life 1200 W Baltimore St. Baltimore, MD 21223

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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Erin Joyner NABJ 8701 A Adelphi Road Adelphi, MD 20783-1716

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Morgan State University Center for Career Development C-224 Montebello 1700 E. Cold Spring Lane Baltimore, MD 21251

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Richard McIntire NAACP 4805 Mt. Hope Drive Baltimore, MD 21215

Dear Sir or Madam:

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Herbert Jordan Gov. Office of Minority Affairs 6 St. Paul Street Baltimore, MD 21202

Dear Sir or Madam:

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Barry Hammons State of Maryland Dept. of Labor, Licensing & Regularions 1100 N. Eutaw Street Baltimore, MD 21201

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Hal Malone Community Assistance Network 7701 Dunmanway Dundalk, MD 21222

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Ruby Stemmle
Gov. Commission on Hispanic Affairs
301 West Preston St., Ste 1502
Baltimore, MD 21201

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Community College of Baltimore County, Essex Campus Job Placement Office, Bldg A, Ste 260 7201 Rossville Blvd. Baltimore, MD 21237

Dear Sir or Madam:

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Sandra Rice Emma L. Bowen Foundation for Minority Interest in Media 524 West 57th St. New York, NY 10019

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If you would like to receive these via e-mail, please send your e-mail address to <a href="mailto:smcnicholas@hearst.com">smcnicholas@hearst.com</a>. Thanks.



Tova Jaffe Jewish Vocational Services 1515 Reisterstown Rd. Baltimore, MD 21208

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### **Career Center**

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Search Resumes

Create Search Agent

Manage Agents

My Account

Manage Jobs • Create Job • Posting Rates • Bulk Post • Statistics

Sharon McNicholas [Log Out]



Get the most out of your BUL Career Center account. Create a Featured Employer profile today!

Tell me more > | Create a profile >



Job Detail

Job Summary

Staff Accountant/Accounts Payable & Payroll

.Salary:

Open

4 14/12/2/ EN4

Location:

Baltimore, MD

Employer: Category: WBAL-TV, WBAL-AM, WIYY-FM

Accounting, Auditing, Bookkeeping

Type: Full Time - Experienced

ruir riine - Experienced

NOTE: Please carefully review your job posting. This job is saved as a Pending Job in your account but is NOT active yet.

DO NOT USE YOUR BROWSER'S BACK BUTTON. TO MAKE A CHANGE, PLEASE CLICK THE MAKE CHANGES BUTTON, OR CLICK "POST JOB NOW" TO CONTINUE:

Make Changes Post Job Now

Employer Information

About WBAL-TV, WBAL-AM, WIYY-FM

WBAL-TV is owned by HearstTelevision and is an NBC Affiliate.

View all our jobs

Click Here to edit the Employer Information text

Job Description

Duties include preparation of monthly and annual general ledger entries and reconciliations, recurring and ad hoc analysis, processing of invoices and expense reports, assisting with bi-weekly payroll processing, and maintenance of contract, vendor and fixed asset files.

NOTES:

Local Residents Preferred (No Relo)

Requirements

A 4-year college degree is preferred. Candidates should have at least 3 years of prior experience with payables and/or payroll, advanced computer skills (Excel is a must), aptitude for detail, excellent communications skills, and a strong work ethic. Preference will be given to candidates who have supported multiple operating units and/or processed payroll in a union environment

NOTE: Please carefully review your job posting. This job is saved as a Pending Job in your account but is NOT active yet.

DO NOT USE YOUR BROWSER'S BACK BUTTON. TO MAKE A CHANGE, PLEASE CLICK THE MAKE CHANGES BUTTON, OR CLICK "POST JOB NOW" TO CONTINUE:

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### American Women In Radio & Television

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Sponsorship & Advertising Advocacy News, Publications & Resources Career Corner AWRT Foundation

American Women in Radio & Television, Inc. (AWRT) is a non-profit, professional organization of women and men who work in the electronic media and allied fields.



Post a Job

Post your listing on AWRT's web site and gain access to the best, most qualified candidates in the industry. The cost of each listing is free for members and \$30 for non-members. Your employment opportunity will be posted for 30 days and available to AWRT members after payment is processed. Questions or comments can be directed to info@awrl.org.

One listing per form submission. You will be given the opportunity to return to this page in the event you wish to post multiple jobs.

### Job Submission

\*All fields required.

Job Information

Station/Company: WBAL-TV/WBAL-AM/WIY Position Title:

Staff Accountant/Accounts

Description:

Prep of monthly & annual general ledger entried and reconciliations, recur

Contact Name:

Sue Nunez

City:

Baltimore

State:

Maryalnd

E-mail:

snunez@hearst.com

Phone:

no calls

Fax:

410-235-8053



As a consideration for being permitted to list your employment opportunity, the listing station/company indemnifies and holds AWRT harmless from any and all claims, breaches, causes of action, lawsuifs and damages, including reasonable attorney fees, arising out of or in connection with the listing of this employment opportunity.

Career Corner

Post a Job

Browse Jobs

Post an Internship

Browse Internships

Dues Waiver Program

Member Login

Welcome Sharon McNicholas Change Password | Edit Profile





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### American Women In Radio & Television

Home | About AWRT | Leadership | Contact Us Events Sponsorship & Advertising Advocacy News, Publications & Resources Career Corner AWRT Foundation



American Women in Radio & Television, Inc. (AWRT) is a non-profit, professional organization of women and men who work in the electronic media and allied fields.

Leam More 🕨

### Job Succesfully Submitted

Thank you for submitting your job. All jobs are reviewed before being posted.

Member Login

Welcome Sharon McNicholas Change Password | Edit Profile

Logout

Learn More May 25, 2010 - Gracies Gala Save the Date! May 26, 2010 - Grades Luncheon

Leam More > SAVETHEDATE I WARCH 4-6, 2010 (WASHINGTON) DO

Home About AWRT Membership Chapters Events Sponsorship & Advertising Careers News, Publications & Resources Advocacy AWRT Foundation Contact Us AWRT National Headquarters - 1760 Old Meadow Road, Suite 500 - McLean, VA 22102 • © Copyright 2010 AWRT all rights reserved | Web Design by Blue Water Media

1/0/0010



TOWSON UNIVERSITY My Profile Student Search Resume Books My Jobs Schedules Career Events Sign Out Jobs > Job Profile Page Functions Viewing Job: 21342/Staff Accountant/Accounts Payable & Payroll Copy Job The changes you made to this job have been saved and submitted. View Activity Profile View Position Information Contact Information Posting Information Calendar Position Information [Edit] To update information in the 3 sections below, click the Edit button in each section. Required fields are indicated by an \*. The Posting Resource Library Information Section below contains important fields. Please read carefully. I want to... \*Job ID: 21342 \*Job Title: Staff Accountant/Accounts Payable & Payroll Report a Hire Job Reference Num: Organization Name: WBAL TV11 No of Openings: 1 Work Schedule: M-F Hours per Week: 40 Wage/Salary 🗣 : Other Compensation 🕃 : Employment Start Date: tba Employment End Date: tha Supervisor: Sue Nunez \*3ob Description: Duties include preparation of monthly and annual general ledger entries and reconciliations, recurring and ad hoc analysis, processing of invoices and expense reports, assisting with bi-weekly payroll processing and maintenance of contract, vendor and fixed asset files. EOE Qualifications: 4 year college degree preferred. At least 3 years of experience with payables and/or payroll, advanced computer skills (Excel is a must), aptitude for detail, excellent communication skills and a strong work ethic. Preference will be give to candidates who have supported multiple operating units and/or processed payroll in a union environment \*Application Instructions: Fax resume and salary requirements to 410-235-8053 or email to snunez@hearst.com Contact Information [Edit] First Name: Sue Middle Initial: Last Name: Nunez Address Line 1: 3800 Hooper Ave. Address Line 2: City: Baltimore State: MD Zip: 21211 Map to Address Above: Online Map Phone: 410-338-6427 Email: snunez@hearst.com Website: [Edit] Posting Information Please read carefully, this section contains important information. Required fields are marked by an \*. · Applicant Type- Select type of applicant. To multi-select, hold down CTRL while you click to select more than one. Expiration Date- Enter deadline to apply for position or today's date to close the job posting. Show Contact Information - Allows students to view your Contact Information (Yes or No). To limit the information that students may view, select yes and simply edit the contact information section above. Allow Online Referrals- Allows students to personally apply for the position by referring their resumes (Yes or No). If you do not want to allow online referrals, list requirements in the Application Instructions above. Job Location: Baltimore, MD Job Category: Accounting/Auditing Position Type: Full-time Experienced \*Applicant Type: Full-Time Minimum GPA: Work Authorization Status: **Graduation Start:** Graduation End: Classification: Alumnus/a Degrees:

Majors:

Screen Minimum GPA 🚭 ; No

Screen Work Authorization Status: No

Screen Graduation Range: No

Screen Classification: No

Screen Degrees: No

Screen Majors: No
\*Post Date: 4/2/2010

\*Expiration Date: 4/16/2010

Show Contact Info: Yes

Allow Online Referrals: No

### **Hearst Television Inc**

Logged in as Sharon McNicholas | Log Out

### Administration

<u>Admin Home</u>
Position List
Create Position

### **Edit Position**

✓ Active

Full Time

Category:

G&A - Accounting



WBAL-TV

Job Title\*:

Staff Accountant/Account

Posted Date\*:

2-Apr-2010



### Description:

WBAL-TV/WBAL-AM/WIYY-FM has an immediate opening for a Staff Accountant specializing in Accounts Payable and Payroll.

Duties include preparation of monthly and annual general ledger entries and reconciliations, recurring and ad hoc analysis, processing of invoices and expense reports, assisting with bi-weekly payroll processing, and maintenance of contract, vendor and fixed asset files.



Responsibilities:

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A 4-year college degree is preferred. Candidates should have at least 3 years of prior experience with payables and/or payroll, advanced computer skills (Excel is a must), aptitude for detail, excellent communications skills, and a strong work ethic. Preference will be given to candidates who have supported multiple operating units and/or processed payroll in a union environment.

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### Application Instructions:

Please fax resume and salary requirements to (410) 235-8053, or e-mail to snunez@hearst.com. NO PHONE CALLS. EOE

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WBAL-TV, WBAL-AM, WIYY-FM

Job Summary

Company WBAL-TV, WBAL-AM, WIYY-FM

Location

Baltimore, MD 21211

Industries

Broadcasting, Music, and Film

Job Type Full Time

Accounting Clerk

About the Job

WBAL-TV/WBAL-AM/WIYY-FM has an immediate opening for a Staff Accountant specializing in Accounts Payable and Payroll.

Duties include preparation of monthly and annual general ledger entries and reconciliations, recurring and ad hoc analysis, processing of invoices and expense reports, assisting with bi-weekly payroll processing, and maintenance of contract, vendor and fixed asset files.

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